



ROLE PROFILE

ROLE TITLE: Team Manager – Fostering
POST ID: SCS241
GRADE: BAND K SCP 39 to 43 £41,675 – £45,591
HOURS: 37 Per Week
LOCATION: Usk
RESPONSIBLE TO: Service Manager

Fostering Team**Who are we?**

We are a team committed to achieving a service that values and listens to our foster carers and place Monmouthshire's children at the center of everything we do. We are a small team with ambition who are reaching for the stars.....

Our aims are:

To improve the outcomes for children in Monmouthshire by :

- Attracting Monmouthshire foster carers for Monmouthshire children via our recruitment strategy and dynamic Marketing Campaigns.
- Ensuring our foster carers have a superb annual training plan and are fully skilled and committed.
- Supporting our foster carers through thick and thin.

Our Purpose:-

We are responsible for providing an effective and responsive service to all foster carers in Monmouthshire. From running professional responsive marketing campaigns, supporting all prospective foster carers from day one, providing first class training and support and ensuring all our foster cares feel valued and supported.

The Purpose of this Role:-

Robust, experienced social work leadership of the highest quality is essential to ensure that the service has an integrated, inclusive approach in all that it undertakes.

This requires a sophisticated level of technical expertise, risk analysis, informed judgement and management. You will need to be highly participative within the regional agenda and the ability to influence your peers on future direction. This post will manage a team to ensure delivery of our statutory duty.

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Your responsibilities are to:-

Leadership

- Lead on practice and the day to day operational management of the team, balancing the needs of the children and their families with available resources. This will be achieved by providing day to day advice, management, support, decision-making and guidance to your team, ensuring effective service delivery for children and their families and that children are protected from harm and abuse.
- Embrace and deliver the business plans for the Placement and Support Team.
- Own, plan, drive and implement the annual recruitment strategy as agreed within the Fostering Board.
- Provide leadership, support and supervision to your team members to ensure they are provided with appropriate direction, support and guidance in order to provide an effective service.
- Induct and train all new team members on the daily and operational responsibilities for the post ensuring all identified skill gaps are addressed through planned interventions.
- Undertake supervision of Senior Practitioners, Social Workers and other staff providing opportunities for reflection and challenge in line with policy.
- Provide advice and mentoring of Senior Practitioners across all teams on all practice issues to ensure Social Work practice is regarded as meeting, or exceeding, practice standards within the whole service.
- Work alongside colleagues to continue to develop new ways of working that directly impact practice. This will result in rising standards in working practice, with improved quality of service provision to children, young people and families.
- Deputise for the Service Manager as required and to a high standard of performance.
- Develop, encourage and maintain high professional standards with the team and department. These will be evident across your service.

Performance

- Ensure your Service Improvement Plan is in line with the overarching Children's Service Strategy.
- Regularly review and analyse information including statistical data, practice procedures and evaluate practice across your whole team.
- Understand the importance of budget management. You will control resources efficiently to ensure that they are managed in line with council's financial framework and agreed local protocols.
- Take a lead role in the development of management information systems including Social Care and Health recording system, retrieval and analysis within your team. Ensuring information for your areas is accurate, up to date and robust, and the appropriate use of information is observed across your service area.

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- Lead in the development of robust record keeping systems and ensure the dissemination of key information within the team. Ensure systems are effective and records are up to date.

Operational

- Lead and support all recruitment marketing campaigns across the county.
- You will be responsible for managing complaints received from children and families, including acting as the investigating officer in relation to complaints against professionals. This will result in complaints being investigated appropriately and in accordance with Monmouthshire's complaints procedures, taking such action as may be appropriate to ensure staff are providing a safe service.
- With other team managers ensure that work flows through the system and that case transfers are well managed from a child's perspective.
- You will ensure that the recruitment process for prospective foster carers is seamless, efficient and timely.
- Take the lead on SGO recruitment and support.
- Anticipate and manage the impact of the transformation work on your team and on individual practitioners. Ensure it is delivered at pace and sustainable.
- Manage requests for information from other agencies and individuals taking account of data protection issues.
- Detailed understanding of the Social Services Well Being Act and implications for Placement and Support Team.
- Take a lead on contracting and commissioning for placement services.
- Undertake all learning and development as identified and required by the role in order to ensure your knowledge is up to date and relevant.
- You will have a practical knowledge and understanding of the Panel and Viability Assessment Process.
- Work with provider agencies to ensure that children's needs are met and outcomes are achieved.
- Build good relationships and work closely with psychology services (BASE). Be familiar with psychological theory models that can underpin practice.
- Take the lead on all areas of ongoing service development and improvement in line with your business plans including the recruitment strategy.
- Ensure that the team operates in accordance with all relevant legislation and guidance. e.g national fostering regulations, SGO code of practice and regulation.
- Play an active Team Member in the Public Law Outline Process for the service.
- You will have practical knowledge and understanding about how to increase participation by children, young people and families in reviewing, developing and designing our services.
- Keep you and your whole team informed of developments in legislation, practice, policies and procedures that have implications for social work practice, other colleagues and your service.

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Here's what we can provide you with:-

We are set in a beautiful rural community and we may be small but we are a highly ambitious authority.

A closer look at our Children's Services will uncover a network of high performing teams that are that are committed to practice that is creative, innovative, not afraid to take risks and puts the needs of children and families at the heart of intervention. Our team members enjoy a stable environment that allows space to think and promotes an innovative approach to social work practice.

This combines with an extensive list of benefits and commitment to the continual development of every member of the service makes Monmouthshire a great place to work.

We all respect the need for each other's personal development

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role will work with Monmouthshire colleagues to achieve these.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

Welsh language assessment:

Welsh language skills are desirable but not essential.

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Application forms can be completed online or down loaded via:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-

People Services, Monmouthshire County Council, PO BOX
106, CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

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Should you require any further information regarding this post, please contact:
Rhian Evans RhianEvans@monmouthshire.gov.uk

Closing Date: Monday 13th May 12 noon

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Requirements	Minimum Desirable	Method of assessment
<p>Education and Professional Qualifications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recognised Social Work qualification (CSS; CQSW; Diploma in SW; SWD or equivalent) <input type="checkbox"/> Registered with Social Care Wales, as a qualified Social Worker <input type="checkbox"/> Post qualifying Award/Practice Educator/Further evidence of continuous professional development. 	<p>Essential</p> <p>Essential</p> <p>Essential</p>	
<p>Skills, Abilities and Behaviours</p> <ul style="list-style-type: none"> <input type="checkbox"/> Excellent verbal and interpersonal communication skills with a wide range of audiences, including making presentations on contentious issues. <input type="checkbox"/> Ability to operate at a strategic level. <input type="checkbox"/> Knowledge, skills and experience of implementing different models of intervention and ability to ensure interventions are matched to outcomes and needs <input type="checkbox"/> High-level written/verbal skills; effective listening skills. <input type="checkbox"/> Ability to develop effective working relationships with a wide range of service providers from both statutory and voluntary agencies. <input type="checkbox"/> Expert knowledge, of Family Law and the Public Law outline. <input type="checkbox"/> Expert Knowledge understanding and implementation of Fostering regulations. <input type="checkbox"/> Ability to make use of management systems, including IT, in recording, retrieval and analysis of information. <input type="checkbox"/> Understanding of the importance of, and ability to maintain confidentiality. <input type="checkbox"/> Emotional resilience for self and others bearing in mind the nature of the role in handling information about child protection concerns, or child death, that can be emotionally challenging for yourself and others. <input type="checkbox"/> Excellent organisational/project management skills. <input type="checkbox"/> Ability to manage budgets/financial resources. <input type="checkbox"/> Demonstrate leadership and good team working skills. <input type="checkbox"/> Ability to communicate and model new ideas, ways of working and practice. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application form and Interview</p>

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<input type="checkbox"/> Experience of project management or service improvement <input type="checkbox"/> Will be required to register with the Care Council for Wales	Essential Essential	
Other <input type="checkbox"/> Able to be independently mobile within a geographical area. <input type="checkbox"/> This post is subject to an enhanced DBS check.	Essential	

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PROFFIL Y RÔL

TEITL Y RÔL:	Rheolwr Tîm - Maethu
RHIF ADNABOD Y SWYDD:	SCS241
GRADD:	BAND K SCP 39 – 43: £41,675 – £45,591
ORIAU:	37 yr wythnos
LLEOLIAD:	Brynbuga
YN ATEBOL I:	Rheolwr Gwasanaeth

Tîm Maethu**Pwy ydym ni?**

Rydym yn dîm ymroddedig sydd wedi ymrwymo i ddarparu gwasanaeth sydd yn gwerthfawrogi ac yn gwrando ar ein gofalwyr maeth ac yn gosod plant Sir Fynwy wrth wraidd pob dim yr ydym yn ei wneud.

Rydym yn dîm bach sydd ag uchelgais ac yn ymestyn am y sêr

Ein hamcanion yw:

Gwella'r canlyniadau ar gyfer plant yn Sir Fynwy drwy:

- Denu gofalwyr maeth Sir Fynwy ar gyfer plant Sir Fynwy drwy ein strategaeth recriwtio ac Ymgyrchoedd Marchnata deinamig.
- Sicrhau bod ein gofalwyr maeth yn meddu ar gynllun hyfforddi blynyddol gwych ac yn sgilgar ac yn ymroddedig.
- Cefnogi gofalwyr maeth drwy'r cyfnodau da ac anodd.

Ein Pwrpas:-

Rydym yn gyfrifol am ddarparu gwasanaeth effeithiol ac ymatebol i holl ofalwyr maeth Sir Benfro. Mae hyn yn cynnwys cynnal ymgyrchoedd marchnata ymatebol proffesiynol, cefnogi'r holl gefnogwyr maeth arfaethedig o'r diwrnod cyntaf, darparu hyfforddiant a chefnogaeth o'r radd flaenaf a'n sicrhau bod ein holl ofalwyr maeth yn teimlo eu bod yn cael eu gwerthfawrogi a'u cefnogi.

Pwrpas y Rôl hon:-

Mae arweinyddiaeth ym maes gwaith cymdeithasol sydd yn gadarn, profiadol ac i'r safon uchaf yn hanfodol er mwyn sicrhau bod y gwasanaeth yn integredig, yn gynhwysol ym mhob dim sydd yn cael ei wneud.

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Mae hyn yn golygu bod angen lefel hynod soffistigedig o arbenigedd technegol, dadansoddiad risg, crebwyll a rheolaeth ar sail gwybodaeth. Bydd angen i chi chwarae rhan lawn o fewn yr agenda rhanbarthol ac yn meddu ar y gallu i ddylanwadu ar eich cyfoedion wrth lywio'r cyfeiriad ar gyfer y dyfodol. Bydd y rôl hon yn rheoli tîm er mwyn darparu ein dyletswyddau statudol.

Bydd eich cyfrifoldebau yn cynnwys:-

Arweinyddiaeth

- Arwain ar y practis a rheolaeth weithredol y tîm o ddydd i ddydd, gan gydbwyso anghenion y plant a'u teuluoedd gyda'r adnoddau sydd ar gael. Bydd hyn yn cael ei gyflawni drwy gynnig cyngor, rheolaeth, cymorth, gwneud penderfyniadau a chynnig cyfarwyddyd i'r tîm o ddydd i ddydd, a hynny i blant a'u teuluoedd a bod plant yn cael eu hamddiffyn o niwed a chamdriniaeth.
- Yn cofleidio ac yn gweithredu'r cynlluniau busnes ar gyfer y Tîm Gosod a Chefnogaeth.
- Yn berchen, cynllunio, gyrru ac yn gweithredu'r strategaeth recriwtio flynyddol fel sydd wedi ei gytuno o fewn y Bwrdd Maethu.
- Yn cynnig arweinyddiaeth, cymorth a goruchwyliaeth i aelodau'r tîm er mwyn sicrhau eu bod yn derbyn y cyfeiriad, cymorth a'r canllawiau cywir er mwyn medru darparu gwasanaeth effeithiol.
- Yn anwytho ac yn hyfforddi'r holl aelodau newydd o'r tîm ar y cyfrifoldebau dyddiol a gweithredol ynghlwm wrth y rôl, gan sicrhau fod unrhyw agendor o ran sgiliau yn cael eu llenwi drwy ymyriadau sydd wedi eu cynllunio.
- Goruchwyllo Uwch Ymarferwyr, Gweithwyr Cymdeithasol a staff eraill a rhoi cyfleoedd i fyfyrion a herio yn unol gyda'r polisi.
- Cynnig cyngor a mentora Uwch Ymarferwyr ar draws yr holl dimau ar faterion practis er mwyn sicrhau bod y Gwaith Cymdeithasol yn cwrdd neu'n mynd y tu hwnt i safonau practis o fewn y gwasanaeth cyfan.
- Gweithio ar y cyd gyda chydweithwyr er mwyn parhau i ddatblygu ffyrdd newydd o weithio sydd yn effeithio'n uniongyrchol practis. Bydd hyn yn arwain at safonau cynyddol, gydag ansawdd gwell o ran darpariaeth y gwasanaeth i blant, pobl ifanc a theuluoedd.
- Byddwch yn dirprwyo i'r Rheolwr Gwasanaeth fel sydd angen ac i safon uchel o berfformiad.
- Byddwch yn datblygu, annog ac yn cynnal safonau proffesiynol uchel gyda'r tîm a'r adran. Bydd y rhain yn amlwg ar draws y gwasanaeth.

Perfformiad

- Sicrhau bod eich Cynllun Gwella Gwasanaeth yn cydweddu gyda'r Strategaeth Gwasanaeth i Blant cyffredinol.
- Adolygu ac yn dadansoddi'r wybodaeth yn gyson gan gynnwys data ystadegol, gweithdrefnau practis ac yn gwerthuso arferion ar draws eich holl dîm.
- Deall y pwysigrwydd o reoli cyllideb. Byddwch yn rheoli adnoddau yn effeithlon er mwyn sicrhau eu bod yn rheoli yn unol gyda fframwaith cyllidol y cyngor ac yn cytuno ar brotocolau lleol cytunedig.

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- Byddwch yn chwarae rôl yn arwain yn y broses o ddatblygu systemau gwybodaeth reoli gan gynnwys cofnodi Gofal Cymdeithasol ac lechyd, adalw data a dadansoddi o fewn eich tîm. Bydd yr holl wybodaeth yn eich meysydd chi yn gywrain ac wedi ei diweddarau a bydd y defnydd o'r wybodaeth yn cael ei oruchwylio ar draws eich maes gwasanaeth.
- Byddwch yn arwain y broses o ddatblygu system cadw cofnodion cadarn drwy rannu gwybodaeth allweddol o fewn y tîm. Sicrhau bod systemau yn effeithiol, gyda chofnodion diweddarau.

Gweithredol

- Byddwch yn arwain ac yn cefnogi'r holl ymgyrchoedd marchnata ar draws y sir.
- Byddwch yn gyfrifol am reoli cwynion sydd yn cael eu derbyn gan blant a theuluoedd gan gynnwys ymddwyn fel y swyddog ymchwilio o ran cwynion yn erbyn gweithwyr proffesiynol. Bydd hyn yn golygu ymchwilio'r cwynion yn unol â gweithdrefnau cwynion Sir Fynwy, gan gymryd camau er mwyn sicrhau bod staff yn darparu gwasanaeth diogel.
- Gweithio gyda'r rheolwyr tîm eraill er mwyn sicrhau fod gwaith yn llifo drwy'r system a bod unrhyw achosion sydd yn cael eu trosglwyddo yn cael eu rheoli yn dda o bersbectif y plentyn.
- Yn sicrhau bod y broses recriwtio ar gyfer gofalwyr maeth arfaethedig yn ddi-dor, yn effeithlon ac yn amserol.
- Arwain ar recriwtio a chynorthwyo'r SGO.
- Rhagweld a rheoli effaith y gwaith trawsnewid ar y tîm ac ar ymarferwyr unigol. Sicrhau ei fod yn cael ei weithredu yn gyflym ac yn gynaliadwy.
- Rheoli ceisiadau am wybodaeth gan asiantaethau ac unigolion eraill sydd yn cydymffurfio gydag anghenion diogelu data
- Dealltwriaeth fanwl o Ddeddf Lles Gwasanaethau Cymdeithasol a'r goblygiadau ar gyfer y Tim Gosod a Chymorth
- Arwain ar osod contractau a chomisiynu gwasanaethau gosod
- Ymgymryd ag unrhyw waith dysgu a datblygu fel sydd wedi ei adnabod a'i angen fel rhan o'r rôl er mwyn sicrhau bod eich gwybodaeth yn gyfredol ac yn berthnasol
- Yn meddu ar wybodaeth a dealltwriaeth ymarferol o'r Broses Panel Asesu a Hyfywedd
- Gweithio ag asiantaethau darparu er mwyn sicrhau bod anghenion plant yn cael eu diwallu a bod canlyniadau yn cael eu sicrhau.
- Adeiladu perthnasau da a gweithio yn agos gyda'r gwasanaethau seicoleg (BASE). Yn gyfarwydd gyda'r modelau theori seicolegol sydd yn medru tanategu practis.
- Arwain ar yr holl feysydd o ddatblygu a gwella'r gwasanaeth yn unol gyda'r cynlluniau busnes ac yn cynnwys y strategaeth recriwtio
- Sicrhau bod y tîm yn gweithredu yn unol gyda'r holl ddeddfwriaeth a'r canllawiau perthnasol e.e. Rheoliadau maethu cenedlaethol, cod ymarfer SGO ar gyfer y gwasanaeth
- Chwarae rhan fel Aelod Tîm gweithgar yn y Broses Amlinellu Cyfraith Gyhoeddus ar gyfer y gwasanaeth.

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- Byddwch yn meddu ar wybodaeth a dealltwriaeth ymarferol ynglŷn â sut i gynyddu cyfranogiad ymhlith plant, pobl ifanc a theuluoedd drwy adolygu, datblygu a dylunio ein gwasanaethau.
- Sicrhau eich bod chi a'ch tîm cyfan yn ymwybodol o ddatblygiadau mewn deddfwriaeth, arferion, polisiau a gweithdrefnau sydd yn effeithio ar waith cymdeithasol a'ch cydweithwyr.

Dyma'r hyn y mae modd i ni ddarparu i chi:-

Rydym wedi ein lleoli mewn cymuned wledig brydferth ac efallai ein bod yn awdurdod bach, ond rydym yn hynod uchelgeisiol.

Wrth edrych yn fanylach ar y Tîm Gwasanaethau Plant, byddwch yn dod o hyd i rwydwaith o dimau sy'n perfformio i lefel uchel, ac wedi ymrwymo i fod yn greadigol, yn arloesol, ac yn barod i gymryd risgiau a gosod plant a theuluoedd wrth wraidd yr ymyriadau.

Mae ein haelodau tîm yn mwynhau awyrgylch sydd yn caniatáu iddynt feddwl ac sydd yn hyrwyddo dull arloesol tuag at waith cymdeithasol.

Mae hyn ar y cyd gyda rhestr o fuddion ac ymrwymiad i ddatblygiad parhaus pob un aelod o'r gwasanaeth sydd yn gwneud Sir Fynwy yn lle gwych i weithio.

Rydym oll yn parchu'r angen ar gyfer datblygiad personol ein gilydd.

Beth arall sydd angen i chi wybod.....Dyma Werthoedd Cyngor Fynwy:

Tryloywder: Rydym am geisio bod yn agored ac onest er mwyn datblygu perthynas lle y mae pobl yn medru ymddiried yn ei gilydd.

Tegwch: Rydym am geisio cynnig dewis teg, cyfleoedd a phrofiad ac i ddod yn fudiad lle y mae'r naill yn parchu'r llall.

Hyblygrwydd: Rydym am geisio bod yn hyblyg wrth feddwl a gweithredu er mwyn dod yn fudiad effeithiol ac effeithlon.

Gwaith tîm: Rydym am geisio gweithio gyda'n gilydd er mwyn rhannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd er mwyn cyflawni ein hamcanion.

A bydd y rôl hon yn gweithio gyda chydweithwyr Sir Fynwy er mwyn cyflawni hyn.

Yn ychwanegol at hyn:

Mae'r holl weithwyr yn gyfrifol am sicrhau eu bod yn ymddwyn bob tro mewn ffordd sydd yn gyson â Pholisi Cyfle Cyfartal Sir Fynwy yn eu meysydd perthnasol ac yn eu hymddygiad cyffredinol.

Mae Cyngor Sir Fynwy yn gweithredu polisi Dim Ysmygu yn y Gweithle.

ASESIAD O'R IAITH GYMRAEG:

Mae sgiliau iaith Gymraeg yn ddymunol.

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Gellir cyflwyno ceisiadau yn y Gymraeg ac ni chaiff cais a gyflwynir yn y Gymraeg ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg.

Gellir llenwi ffurflenni cais ar-lein neu eu lawrlwytho drwy:

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Ar ôl eu cwblhau, dylid dychwelyd ffurflenni papur i'r cyfeiriad canlynol:

Gwasanaethau Pobl, Cyngor Sir Fynwy,
Blwch SP 106, Cil-y-coed, NP26 9AN

Caiff penodiad i'r swydd hon ei eithrio o Ddeddf Adsefydlu Troseddwyr ac mae'n amodol ar Wiriad Datgeliad Estynedig.

Os ydych angen unrhyw wybodaeth bellach am y rôl hon, cysylltwch os gwelwch yn dda gyda Rhian Evans RhianEvans@monmouthshire.gov.uk

Dyddiad Cau: 12pm, 13/5/19

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Manyleb Person

Sut fyddwn yn gwybod os mai chi yw'r person cywir ar gyfer y rôl hon? Fel yr gwybysyd llwyddiannus, byddwch wedi arddangos y canlynol:-

Anghenion	Lleiafswm a ddymunir	Dull asesu
<p>Cymwysterau Addysgol a Phroffesiynol</p> <ul style="list-style-type: none"> Cymhwyster Gwaith Cymdeithasol cydnabyddedig (CSS; CQSW; Diploma mewn SW; SWD neu rywbeth cyfatebol) Wedi cofrestru gyda Chyngor Gofal Cymru fel gweithiwr cymdeithasol cymwys Cymhwyster Wedi Cymhwyso/Addysgwr Practis/Tystiolaeth bellach o ddatblygiad proffesiynol parhaus 	<p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p>	
<p>Sgiliau, Gallu ac Ymddygiad</p> <ul style="list-style-type: none"> Sgiliau cyfathrebu llafar a rhyngpersonol ardderchog gydag ystod eang o gynulleidfaoedd, gan gynnwys gwneud cyflwyniadau ar faterion dadleuol. Y gallu i weithredu ar lefel strategol. Gwybodaeth, sgiliau a phrofiad o weithredu modelau gwahanol o ymyriadau a'r gallu i sicrhau fod ymyriadau yn briodol i ganlyniadau ac anghenion. Sgiliau ysgrifenedig/llafar lefel; sgiliau gwranddo uchel. Y gallu i ddatblygu perthynas waith effeithiol ag ystod eang o ddarparwyr gwasanaeth o'r asiantaethau statudol a gwasanaeth. Gwybodaeth arbenigol o Gyfraith Deuluol a Chyfraith Gyhoeddus. Gwybodaeth a dealltwriaeth arbenigol o Reoliadau maethu Y gallu i ddefnyddio systemau rheoli, gan gynnwys TG o ran cofnodi, adalw a dadansoddi gwybodaeth. Yn medru deall pwysigrwydd cyfrinachedd a'r gallu i gynnal cyfrinachedd. Y gallu i fod yn gadarn, delio gyda gwybodaeth a phryderon Diogelu Plant, neu farwolaeth plant sydd yn medru bod yn heriol iddynt hwy ac eraill mewn cyd-destun emosiynol. Sgiliau trefnu/rheoli prosiect ardderchog. Y gallu i reoli adnoddau cyllideb/cyllidol. Arddangos sgiliau arwain a gweithio'n dda fel tîm. Yn gallu cyfathrebu a rhoi cynnig ar syniadau newydd, ffyrdd newydd o weithio a phractis newydd. Dealltwriaeth o'r pwysigrwydd a'r gallu i ymgymryd â gwaith goruchwyllo safon uchel, fyfyril sydd yn gwella 	<p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p> <p>Hanfodol</p>	<p>Ffurflen Gais a Chyfweliad</p>

FOSTERING.
ONE SMALL STEP FOR YOU,
ONE GIANT LEAP FOR THEM.

Monmouthshire children urgently need local families. You could help in many ways from short or long term placements, to supported lodgings for care leavers or weekend support.



<ul style="list-style-type: none"> • Profiad o reoli prosiectau neu wella gwasanaethau. • Bydd angen cofrestru gyda Chyngor Gofal Cymru. 	<p>Hanfodol Hanfodol</p>	
<p>Arall</p> <ul style="list-style-type: none"> • Y gallu i fod yn annibynnol a symud o fewn ardal ddaearyddol • Mae'r swydd hon yn amodol ar Wiriad Datgeliad Estynedig. 	<p>Hanfodol</p>	

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